

3358:11-5-49 Nepotism.

Owens community college does not prohibit the employment of relatives of current employees, provided that an employee does not directly report to a relative, and that no supervisor/subordinate relationship exists between relatives. That is, no employee is permitted to work in a position where work responsibilities, salary, evaluation of performance, or other terms and conditions of employment could be influenced by a relative.

A relative is defined as a member of the employee's immediate family and includes spouse, parent, child, grandparent, sibling, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, step-parent, step-child, other person living in the employee's home, or legal guardian or other person who stands in place of a parent.

Implementation. The vice president of human resources will implement procedures consistent with this policy.

Effective date: 7/13/2007

Patricia M. Jezak
Certification

7/3/2007
Date

Promulgated under:	111.15
Statutory authority:	3358.08
Rule amplifies:	3358.08
Prior effective dates:	NA